



ROY D. BACA, SHERIFF

**County of Los Angeles**  
**Sheriff's Department Headquarters**  
**4700 Ramona Boulevard**  
**Monterey Park, California 91754-2169**



April 27, 2004

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
Los Angeles, California 90012

Dear Supervisors:

**NOTIFICATION OF THE SHERIFF'S DEPARTMENT'S DECISION TO RESCIND THE  
RETIREMENT AGE FOR RESERVE DEPUTY SHERIFFS**

**PURPOSE**

This letter provides your Board notification that after careful consideration and conferring with County Counsel and Occupational Health Programs, I have decided to rescind the retirement age for reserve deputies.

**BACKGROUND**

In a resolution passed by your Board, effective January 1, 1987, all public safety officers must retire at 60 years of age. After review by County Counsel, it was determined that reserve deputies were not specifically addressed in the resolution; therefore, the mandatory retirement age for the reserve deputies became 70 years of age. In addition, all members who reached 60 years of age could be deployed and authorized only to carry out limited duties not requiring general law enforcement powers in their routine performance.

**JUSTIFICATION**

In order to allow reserve deputies to continue working their preferred work assignments, I have concluded that the retirement age should be rescinded. Secondly, in order to continue providing a safe environment for the public and the reserve deputy, a fitness for duty evaluation will be implemented, which will require a level of fitness appropriate to those duties to be performed.

*A Tradition of Service*

A new Department policy has been drafted and is attached for your review. This policy will afford reserve deputies to continue to be involved with general law enforcement duties, detective assignments, or other arduous assignments involving public safety. In addition, this policy adds a stipulation which allows a Unit Commander to request a fitness for duty evaluation for review by Occupational Health Programs should it appear the reserve is not physically and/or psychologically capable of performing their assigned duty.

It is my opinion that this change will maintain the strength of our Reserve Program, as well as allow reserves to continue working in their preferred work assignment.

Sincerely,

A handwritten signature in black ink that reads "Leroy D. Baca". The signature is written in a cursive, flowing style.

LEROY D. BACA  
SHERIFF

## **Retirement of Reserves**

### **DRAFT**

#### **Retirement Age:**

There shall be no mandatory retirement age for a reserve deputy.

#### **Deployment and Fitness Requirements:**

In the interest of safe service to the public and concern for the well being of the individual, every reserve deputy is required to maintain a level of fitness appropriate to those duties to be performed. In the event a reserve deputy is no longer physically or psychologically fit to perform all duties within the classification of the current reserve assignment, as determined by the review procedure described below, that deputy may request reassignment to functions of decreased physical demand within the same reserve unit or may request a transfer to another reserve unit. The granting of such a request shall be subject to the availability of such a reassignment, and the reserve's qualifications to perform the reassigned duties. The reserve shall fill out a Transfer Request (RFB-9) and follow procedures as outlined in the Reserve Forces Manual, Section 6-10/00.

Every reserve deputy is subject to a fitness for duty review if the Unit Commander or the Reserve Forces Bureau Unit Commander identifies a cause which requires such a review. Once a cause has been identified, (observed problem or condition that may impact ability to safely and successfully perform essential duties), the reserve deputy shall be notified in writing of the need for a medical and/or psychological fitness for duty review.

#### **Fitness for Duty Review:**

In the event a Unit Commander believes a reserve deputy is not fit for an assigned duty, the reserve deputy shall be so notified in writing. Such notification shall state the reason(s) the reserve deputy is believed not fit for duty and, if appropriate, may also include notice the reserve deputy is suspended or is limited in the duties that may be performed, pending the reserve's participation in a medical and/or psychological fitness for duty evaluation, and the conclusions of such an evaluation. A copy of the Unit Commander's notification shall be forwarded to Reserve Forces Bureau. Reserve Forces Bureau will forward all pertinent documentation for a fitness for duty review to Occupational Health Programs (OHP).

A reserve deputy who receives such a notification will be evaluated by (OHP). Any costs for obtaining medical records required by OHP from the reserve deputy's health care provider(s) will be borne by the reserve deputy.

A reserve deputy who receives an adverse decision from OHP may appeal the decision in writing to the Chief of OHP. Upon assignment and review of the appeal, OHP will communicate its final decision in writing to the appellant.